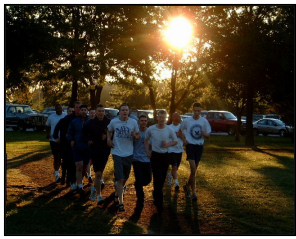


# BEARINGS





# BEARINGS



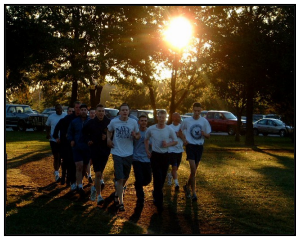
## **BEARINGS history**

***Chartered by the Secretary of the Navy on February 2000.***

***HRBOD Pivotal Decision Date to go forward on April 2000.***

***CINCLANTFLT Pilot course held October 2000.***





# BEARINGS



## What is BEARINGS?

On 14 February 2000, Secretary of the Navy approved a retention initiative that would provide training on life management skills to Sailors who were determined to be “at risk” for completing their first enlistment in the Navy.

The Human Resources Board of Directors Executive Steering Committee was briefed on the Bearing Program initiative. With input from Fleet representatives, Chief of Naval Education and Training developed the curriculum. This training course combines the expertise of trained Navy instructors and Navy counselors with the resources of a variety of Navy organizations to provided a curriculum focused on improving the decision-making skills of Zone “A” Sailors. Regional support includes the resources of the following: Family Support Center covers stress and anger management, financial responsibility and communications; Morale, Welfare, and Recreation (MWR) provides high visibility for local programs; Drug and Alcohol Program Management Activity (DAPMA) covers drug and alcohol topics; Navy College

Program office provides educational information and initial testing; and the Chaplains Religious Enrichment Development Operation (CREDO) through the regional Chaplain center facilitates a self introspective personal growth retreat. Other training resources will provide information on topics of topical interest to the student population. The primary training sites are located at the Training



# BEARINGS

## Purpose

**“... dedicated to reach our young Sailors before they begin a pattern of misconduct, substance abuse, or other paths that we know will lead to early attrition.”**

**RADM Lafleur**

**Ref: CINCLANTFLT msg 101623Z Oct 00**

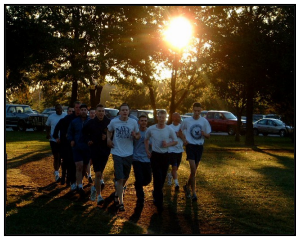


# BEARINGS



## Mission Statement

***“To build life skills that promote  
both successful professional and  
personal lives.”***



# BEARINGS



## Eligibility

***The focus for this training is for E1-E4 Zone “A” Sailors who are having a tough time adjusting to their new responsibilities, or are heading towards a pattern of misconduct.***

***BEARINGS is also an outstanding tool for preventative measures ... even to the extent of being a part of a command’s indoctrination program.***

# BEARINGS

## Training Program

- **Two week non-residential TAD**
- **Two-day Personal Growth Seminar (CREDO)**
- **One day High/Low ROPES, Rock Gym**
- **Conducted in a training environment similar to the Navy's existing leadership course, and includes:**
  - ✓ **Musters**
  - ✓ **Personnel inspections**
  - ✓ **Physical Training (three complete PRTs)**
  - ✓ **Required reading assignments**

# LEARNERS - ATLANTIC SCHEDULE

Week 1

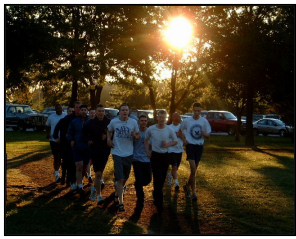
	<b>MONDAY</b>	<b>TUESDAY</b>	<b>WEDNESDAY</b>	<b>THURSDAY</b>	<b>FRIDAY</b>
700	ADMIN	INDIVIDUAL	INDIVIDUAL	INDIVIDUAL	PERSONNEL
730	COURSE	COUNSELING	COUNSELING	COUNSELING	INSPECTION
800	INTRO (0-1)	ROPES	PERSONAL GROWTH SEMINAR	PERSONAL GROWTH SEMINAR	FITNESS AND
830	DEVELOPING				NUTRITION (3-1)
900	AND				MOTIVATION
930	BUILDING TRUST				AND
1000	(1-1)				GOAL SETTING (4-1)
1030	PGS	LUNCH	LUNCH	LUNCH	LUNCH
1100	INTRO				
1130	LUNCH				COMMUNICATION
1200	PERSONAL VISION				SKILLS (4-2)
1230	AND				PROBLEM
1300	VALUES	ROPES (CONT)	PERSONAL GROWTH SEMINAR	PERSONAL GROWTH SEMINAR	SOLVING (4-3)
1330	(2-1/2-2)				GRIEVANCE
1400	MWR				PROCEDURES (4-4)
1430	AND				PFT
1500	ROPES				
1530	BRIEF				
1600					



# BEARINGS - ATLANTIC SCHEDULE

Week 2

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
700	INDIVIDUAL	INDIV. COUNSELING	INDIV. COUNSELING	INDIVIDUAL	INDIV. COUNSELING
730	COUNSELING	PERSONNEL	MANAGING	COUNSELING	CAREER
800	CHOICES	INSPECTION	STRESS	DEVELOPING A	DECISION BRIEF (4-8)
830	(2-5)		(3-4)	BUDGET	NAVY
900	MAKING	RESPONSIBLE		(4-7)	BENEFITS (4-9)
930	CHANGES	LIVING/SEXUAL	MANAGING ANGER	MANAGING	NAVY
1000	(2-6)	BEHAVIOR	(3-5)	FINANCES	ADVANCEMENT (4-10)
1030		(3-3)		(4-7)	TF EXCEL (4-11)
1100	LUNCH	LUNCH	LUNCH	LUNCH	GRADUATION
1130					
1200			MANAGING		
1230	ALCOHOL/ DRUGS	MEN OF	CONFLICT (3-6)		
1300	USE AND	HONOR		MANAGING	
1330	PREVENTION		ASSET	FINANCES (CONT)	
1400	(3-2)	INDIV. COUNSELING	TEST	(4-7)	
1430					
1500	PFT	PFT			
1530			NAVY	THRIFT SAVINGS	
1600			COLLEGE	PLAN	



# BEARINGS



## Post BEARINGS...

### *Feedback to the Command*

- Letter to Command Master Chief mailed within 3-5 days of course completion.
  - Individual recommendations from one-on-one counseling sessions.
  - Individual Personal Action Plan (PAP).
  - ASSET test results (with recommendations wrt Academic Skills program).

### *Feedback from the Command*

- Six month follow-up with Command Master Chief (with specific questions).
- One year follow-up with Command Master Chief (with specific

## **BEARINGS... course metrics**

<b>Date/Location</b>	<b>Class #</b>	<b>Sailors attended</b>	<b>N P(s) prior to Bearings</b>	<b>N P(s) after Bearings</b>	<b>CCU(s) after Bearings</b>	<b>Attrited after Bearings</b>	<b>Advanced after Bearings</b>	<b>Still serving on active duty</b>
Oct 2000/NAVSTA Norfolk	00-010	20	2	7	3	3	11	15
Jan 2001/NAVSTA Norfolk	00-020	15	4	4	0	3	6	10
Feb 2001/NAVSTA Norfolk	01-030	11	2	9	3	2	3	6
Mar 2001/NAVSTA Norfolk	01-040	10	1	3	0	6	1	2
Apr 2001/NAS Brunswick	01-052	24	3	4	2	2	17	17
May 2001/NAVSTA Norfolk	01-060	8	1	2	0	0	2	5
May 2001/NAVSTA Pasagoula	01-065	20	7	3	0	2	10	14
Jun 2001/NAVSTA Norfolk	01-070	21	0	3	1	3	7	13
Jun 2001/NAVSTA Mayport	01-075	18	0	2	0	4	7	13
Jun 2001/NAVSTA Norfolk	01-080	28	0	4	0	5	9	15
Jun 2001/NAS Jacksonville	01-081	23	6	1	0	3	11	18
Jul 2001/NAS Oceana	01-082	22	4	2	1	2	9	17
Aug 2001/NAVSTA Norfolk	01-090	17	4	2	1	2	3	11
Sep 2001/NAVSTA Norfolk	01-100	13	3	1	1	1	3	9
Sep 2001/NAS Brunswick	01-102	18	4	1	0	1	8	16
Oct 2001/NAVSTA Norfolk	02-010	17	4	2	0	8	3	6
Nov 2001/NAVSTA Norfolk	02-020	22	7	3	0	4	7	12
Nov 2001/NAS Oceana	02-030	21	3	2	0	4	6	13
Dec 2001/NAB Little Creek	02-035	18	5	2	0	0	7	16
Jan 2002/NAVSTA Norfolk	02-040	21	1	1	0	3	7	17
Feb 2002/NAVSTA Norfolk	02-050	29	4	2	0	5	10	21
Feb 2002/NAVSTA Mayport	02-055	30	7	4	0	7	12	22
Mar 2002/NAS Oceana	02-060	27	4	5	0	5	9	17
Mar 2002/NAVSTA RPR	02-065	27	3	1	0	0	9	23
Mar 2002/NAVSTA Norfolk	02-070	22	9	7	1	4	6	14
Apr 2002/NAB Little Creek	02-080	18	3	0	0	3	4	10
Apr 2002/NAS Oceana	02-090	19	3	0	0	7	3	12
May 2002/NAS Jacksonville	02-095	25	6	2	1	3	8	21
Jun 2002/NAVSTA Norfolk	02-100	21	5	1	0	1	9	16
Jun 2002/NAS Brunswick	02-105	17	7	1	0	4	4	10
Jul 2002/CBC Gulfport	02-115	11	3	2	0	1	3	8

**Continued next page...**

## **BEARINGS... course metrics (continued)**

<b>Date/Location</b>	<b>Class #</b>	<b>Sailors attended</b>	<b>N P(s) prior to Bearings</b>	<b>N P(s) after Bearings</b>	<b>CCU(s) after Bearings</b>	<b>Attrited after Bearings</b>	<b>Separated honorably at EAOS</b>	<b>Advanced after Bearings</b>	<b>Still serving on active duty</b>
J ul 2002/NAVSTA Norfolk	02-125	23	5	6	0	8	0	8	15
Aug 2002/NAB Little Creek	02-130	16	2	2	0	3	1	5	12
Aug 2002/NAS Keflavik	02-135	25	3	1	0	6	1	8	18
Sep 2002/NAS Oceana	02-140	17	3	0	0	3	0	2	14
Sep 2002/NAVSTA Mayport	02-145	22	2	1	0	4	0	9	18
Oct 2002/NAVSTA Norfolk	03-010	18	4	1	0	2	0	8	16
Oct 2002/NAS Brunswick	03-020	20	4	2	0	3	0	6	17
Dec 2002/NAVSTA Norfolk	03-030	15	1	2	0	3	1	8	11
J an 2003/NAS Oceana	03-040	12	3	2	0	0	1	5	11
J an 2003/NPDC Norfolk	03-050	17	5	1	0	0	2	3	15
Feb 2003/NAVSTA Mayport	03-060	27	3	7	1	9	0	6	18
Mar 2003/NAVSTA Norfolk	03-070	18	3	0	0	0	1	6	17
Mar 2003/NAVSTA RRPR	03-080	26	5	0	0	2	0	6	24
Apr 2003/NAS Oceana	03-090	13	2	3	0	5	0	1	8
May 2003/NAS Jacksonville	03-100	9	3	0	0	0	0	3	9
May 2003/NAVSTA Norfolk	03-110	18	6	3	0	2	2	4	14
J un 2003/NSB New London	03-120	13	5	0	0	0	0	4	13
J un 2003/NAVSTA Mayport	03-130	25	18	4	0	2	0	8	23
J ul 2003/NAS Oceana	03-140	13	4	1	0	1	0	0	12
J ul 2003/NAVSTA Mayport (J FK)	03-150	23	3	0	0	2	0	0	21
J ul 2003/NAVSTA Ingleside	03-160	14	13	0	0	1	1	3	12
Aug 2003/NAVSTA Norfolk	03-170	17	4	4	0	3	0	0	14
Aug 2003/NAS Brunswick	03-180	8	3	3	0	3	0	1	5
Sep 2003/NAVSTA Mayport	03-190	18	7	1	0	2	0	0	16
Sep 2003/NAS Oceana	03-200	9	2	0	0	0	0	2	9
Oct 2003/NAVSTA Norfolk	04-010	15	7	0	0	0	0	4	15
Dec 2003/NAS Jacksonville	04-030	16	9	0	0	0	0	0	16
J an 2004/NAVSTA Norfolk	04-050	21	11	0	0	0	0	0	21
Feb 2004/NAVSTA Mayport	04-070	13	6	0	0	0	0	0	13
Feb 2004/NAS Brunswick	04-060	13	3	0	0	0	0	0	13
Mar 2004/NAVSTA Norfolk	04-080	20	8	0	0	0	0	0	20

**Continued next page...**



## BEARINGS... course metrics (continued)

Date/Location	Class #	Sailors attended	N P(s) prior to Bearings	N P(s) after Bearings	CCU(s) after Bearings	Separated honorably at EAOS	Attrited after Bearings	Advanced after Bearings	Still serving on active duty
Apr 2004/NWS Charleston	04-090	13	6	0	0	0	0	4	13
Apr 2004/NAS Oceana	04-100	12	4	0	0	0	0	4	12
May 2004/NAS Jacksonville	04-110	22	3	0	0	0	0	13	22
May 2004/NAVSTA Norfolk	04-120	22	4	0	0	0	0	7	22
Jun 2004/NSB New London	04-130	11	0	0	0	0	0	4	11
Jun 2004/NAVSTA Mayport	04-140	8	0	0	0	0	0	6	8
Jul 2004/NAS Sigonella Sicily	04-150	30	2	0	0	0	0	0	30
Aug 2004/NAS Brunswick	04-160	22	4	0	0	0	0	0	22
Aug 2004/NAVSTA Norfolk	04-170	19	10	0	0	0	0	0	19
Sep 2004/NAVSTA Mayport	04-180	Scheduled							
Sep 2004/NAS Sigonella Sicily	04-190	Scheduled							
Sep 2004/NAVSTA Norfolk	04-200	Scheduled							
<b>TOTAL</b>	<b>71</b>	<b>1306</b>	<b>305</b>	<b>129</b>	<b>15</b>	<b>163</b>	<b>197</b>	<b>685</b>	<b>948</b>

ADSEP Breakdown: 92 Drug Abuse; 72 Misconduct; 5 Parenthood; 23 Medical; 5 miscellaneous. Updated 17 AUG 2004

# BEARINGS

## Combined LANT & PAC Metrics

Updated 17 AUG  
04

<b>BEARINGS - CLASS METRICS</b>								
<b>BEARINGS location</b>	<b>Number of classes</b>	<b>Sailors who have attended</b>	<b>N P(s) prior to Bearings</b>	<b>N P(s) after Bearings</b>	<b>CCU(s) after Bearings</b>	<b>Attrited after Bearings</b>	<b>Advanced after Bearings</b>	<b>Reenlisted after Bearings</b>
Atlantic	71	1306	305	129	15	197	685	155
Pacific	63	1440	521	107	14	188	563	38
<b>TOTAL</b>	<b>134</b>	<b>2746</b>	<b>826</b>	<b>236</b>	<b>29</b>	<b>385</b>	<b>1248</b>	<b>193</b>

# BEARINGS

## BEARINGS-Atlantic

### Update

- *1,306 Sailors have attended BEARINGS since pilot course in October 2000.*
- *71 classes conducted since pilot course... an average of 18 Sailors per class.*
- *Only 197 graduates have separated prior to EAOS... an attrition rate of 15%.*
- *Current Fleet Force Command (Atlantic) attrition rate is 22.7%.*
- *The BEARINGS program current success rate is 85%.*
- *948 Sailors (72.5%) are still serving honorably on active duty.*
- *163 course graduates completed their first enlistment contract with an Honorable Discharge.*
- *155 Sailors have reenlisted since graduating the BEARINGS course.*
- *685 BEARINGS graduates have since been advanced to PO3 or PO2.*

# BEARINGS

## Attrition...cost to Fleet Forces Command (Atlantic Fleet only)



### **Fleet Forces Command**

**Approximate monetary  
loss in training dollars  
due to FFC attrition in  
the  
past 12 months...**

**Fleet Forces  
Command  
attrition rate:  
**22.7%****

**BEARINGS -  
Atlantic  
Budget for FY04:**

**\$200,000**

**BEARINGS  
Training dollars saved by  
eliminating attrition of  
1,109 Sailors:**

**\$22,152,275.0  
0**

**BEARINGS  
attrition rate: **15%****

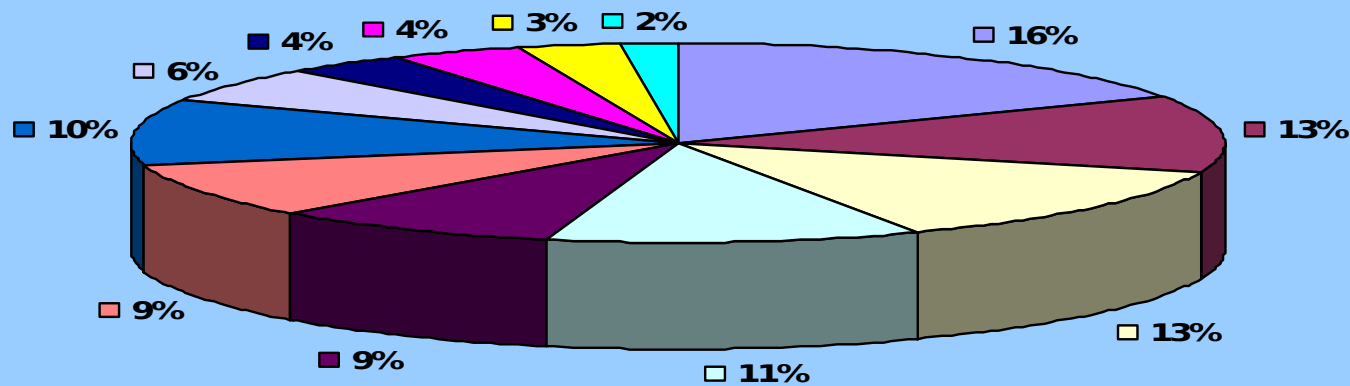
on Summary for 12 month period ending 30 June 2004. Total attrites 3,991  
multiplied by  
average cost of training a Sailor (\$19,975). Attrition data source: NAVRET data base. Cost of a Sailor source:  
CNRC (FY04 data).



# BEARINGS

Attendance breakdown... reasons  
commands have sent Sailors to  
BEARINGS

Data through 15 AUG  
04

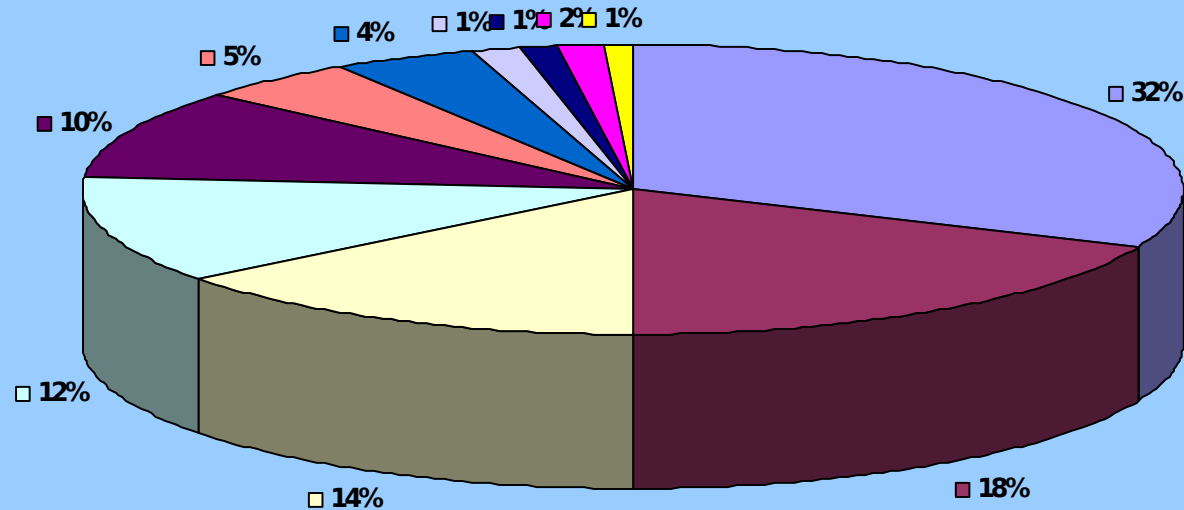


- |                                |                    |                         |
|--------------------------------|--------------------|-------------------------|
| MILITARY BEARING ISSUES        | PRIOR UA           | PRIOR NJ P              |
| LACK OF COPING/ADAPTING SKILLS | LACK OF MOTIVATION | PRIOR DRB/XOI           |
| PREVENTION                     | ATTITUDE ISSUES    | DISREPECT               |
| FINANCIAL                      | ALCOHOL RELATED    | SUBSTANDARD PERFORMANCE |

“Military Bearing Issues” consists of uniform appearance, haircuts, lack of communication skills, lateness, dislike of Navy and/or command, and poor professional relationship of LPO/LCPO.

# BEARINGS

## Reasons FFC Sailors separate prior to EAOS (attrite)



Fleet Forces Command data for period JUL 03 - JUN 04

Source: NAVRET retention/attrition data base

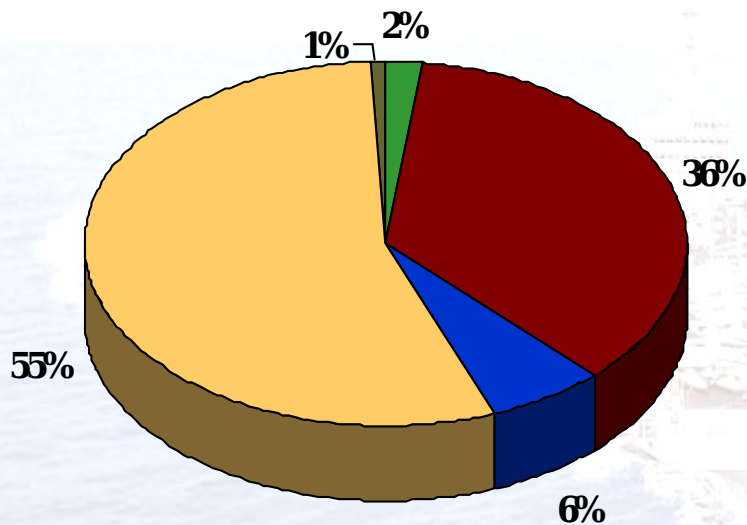
- |                        |                         |                   |                         |
|------------------------|-------------------------|-------------------|-------------------------|
| □ Drug abuse           | ■ Misconduct            | □ Serious offense | □ Medical               |
| ■ Personality disorder | ■ Alcohol abuse         | ■ Parenthood      | □ Homosexual/perversion |
| ■ Hardship             | ■ Fraud/erroneous entry | ■ Pregnancy       |                         |

# BEARINGS

## BEARINGS demographics

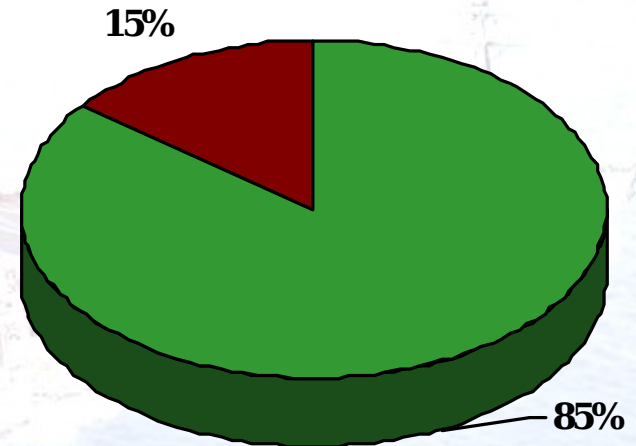
(Ethnicity/Gender of graduates)

### Ethnicity



■ Asian ■ Afr. Amer. ■ Hisp. ■ Cauc. ■ Native Amer.

### Gender



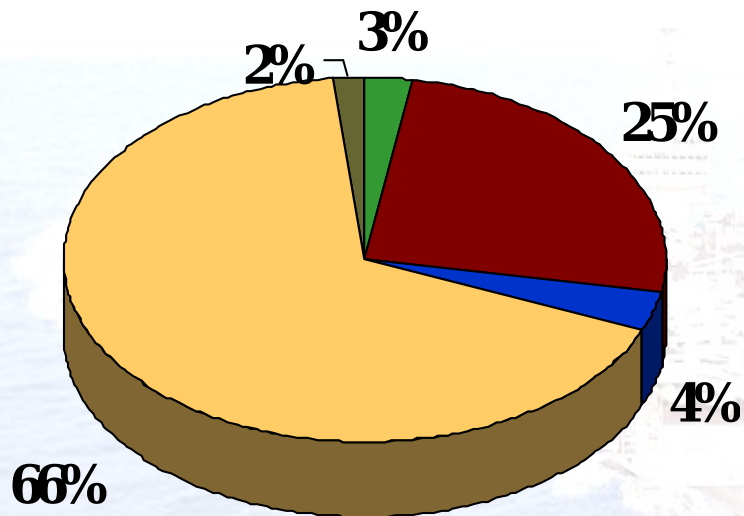
■ Male ■ Female

*Data based on total Atlantic BEARINGS classes through 15 AUG 04*

# BEARINGS

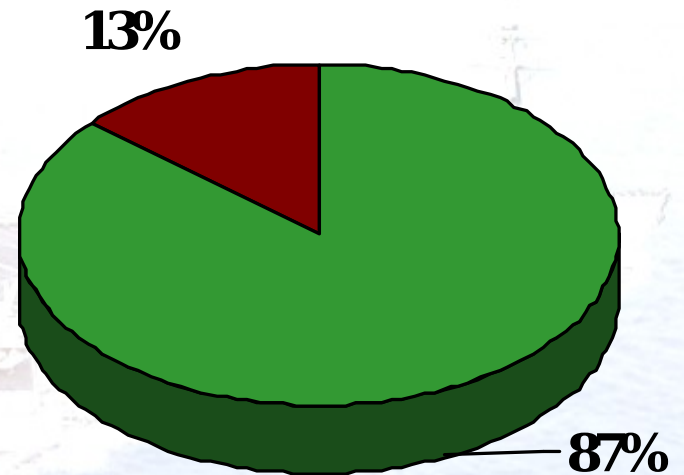
## Fleet Force Command demographics (Ethnicity/Gender of FFC Sailors)

### Ethnicity



■ Asian ■ Afr. Amer ■ Hisp. ■ Cauc. ■ Native Amer.

### Gender



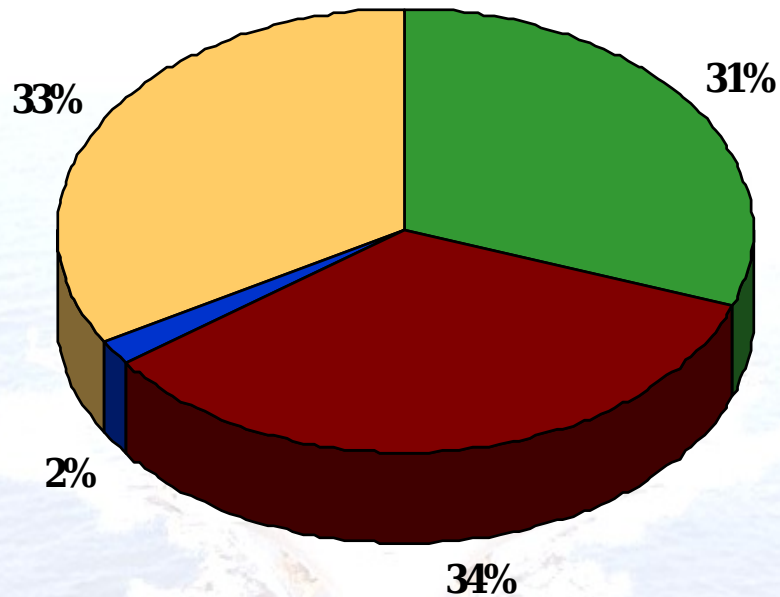
■ Male ■ Female

*Based on NTMPS data as of 15 AUG 04*



# BEARINGS

## Program Utilization (TYCOM breakdown... BEARINGS usage)



■ CNSL ■ CNAL ■ SUBLANT ■ Misc. Shore CMDS

Updated 15 AUG 04



# ***BEARINGS***

***staff manning and  
class convenings for  
FY04***

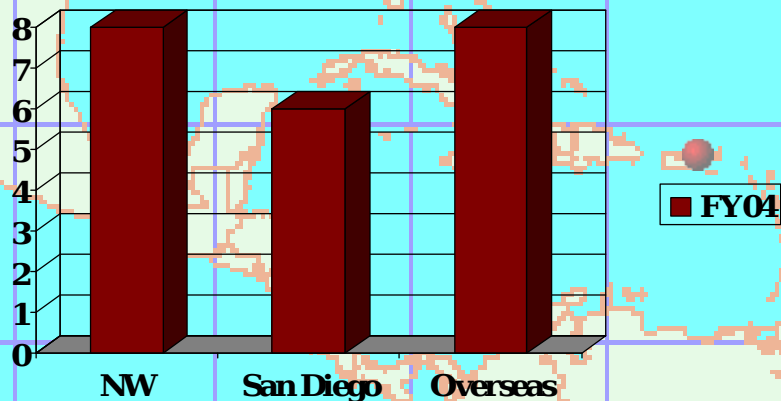
## **BEARINGS-Pacific (NAVSTA San Diego)**

1 MCPO  
1 CPO  
1 PO1

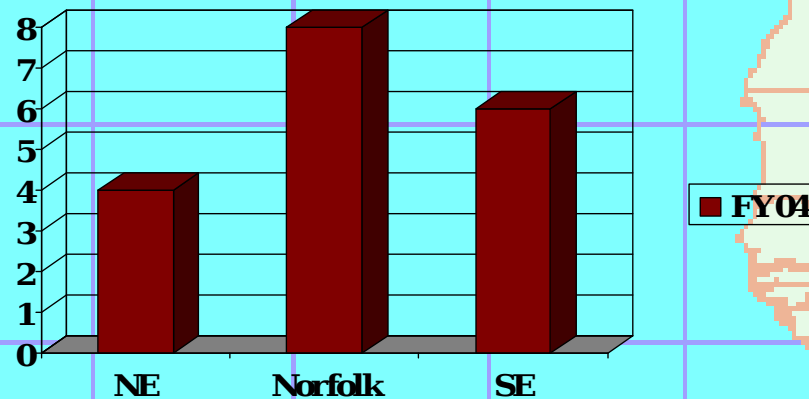
## **BEARINGS-Atlantic (NAVSTA Norfolk)**

1 Program Manager  
2 CPO  
2 PO1

**BEARINGS-PAC convenings**



**BEARINGS-LANT convenings**



# BEARINGS

## ***FY04 Schedule... BEARINGS- LANT***

**20 - 31 OCT 03** NAVSTA NORFOLK VA

**27 OCT - 07 NOV 03** CBC GULFPORT MS  
(CNX)

**01 - 12 DEC 03** NAS JACKSONVILLE FL

**05 - 16 JAN 04** NAS OCEANA VA (CNX)

**26 JAN - 06 FEB 04** NAVSTA NORFOLK  
VA

**02 - 13 FEB 04** NAVSTA MAYPORT FL

**23 FEB - 05 MAR 04** NAS BRUNSWICK  
ME

**15 - 26 MAR 04** NAVSTA NORFOLK VA

**05 - 16 APR 04** NWS CHARLESTON SC

**19 - 30 APR 04** NAS OCEANA VA

**03 - 14 MAY 04** NAS  
JACKSONVILLE FL

**10 - 21 MAY 04** NAVSTA NORFOLK  
VA

**07 - 18 JUN 04** NEW LONDON CT

**14 - 25 JUN 04** NAVSTA MAYPORT  
FL

**26 JUL - 06 AUG 04** NAS  
KEFLAVIK IC

**09 - 20 AUG 04** NAS BRUNSWICK  
ME

**16 - 27 AUG 04** NAVSTA NORFOLK  
VA

**13 - 24 SEP 04** NAVSTA MAYPORT  
FL

# BEARINGS

## ***FY05 Schedule... BEARINGS-LANT***

**27 SEP - 08 OCT 04 NAVSTA NORFOLK VA**

**18 - 29 OCT 04 NWS CHARLESTON SC**

**25 OCT - 05 NOV 04 NAVSTA MAYPORT FL**

**29 NOV - 10 DEC 04 NAVSTA NORFOLK VA**

**24 JAN - 04 FEB 05 NAS OCEANA**

**31 JAN - 11 FEB 05 NAS JACKSONVILLE FL**

**07 - 18 FEB 05 NAVSTA INGLESIDE TX**

**20 FEB - 11 MAR 05 NAS BRUNSWICK  
ME**

**21 MAR - 01 APR 05 NWS CHARLESTON  
SC**

**11 - 22 APR 05 NAVSTA NORFOLK VA**

**02 - 13 MAY 05 NAVSTA MAYPORT  
FL**

**09 - 20 MAY 05 NAS OCEANA VA**

**06 - 17 JUN 05 NEW LONDON CT**

**06 - 17 JUN 05 NAVSTA NORFOLK  
VA**

**11 - 22 JUL 05 NAS SIGONELLA,  
SICILY**

**01 - 12 AUG 05 NAVSTA NORFOLK  
VA**

**22 AUG - 02 SEP 05 NAS  
BRUNSWICK ME**

**12 - 23 SEP 05 NAS  
JACKSONVILLE FL**



# BEARINGS

## *FY04 Schedule... BEARINGS-PAC*

20-31 OCT (BREMERTON)

03-14 NOV (EVERETT)

10-21 NOV (SAN DIEGO)

01-12 DEC (LEMOORE)

12-23 JAN (SAN DIEGO)

20-30 JAN (YOKOSUKA)

02-13 FEB (SASEBO)

01-12 MAR (SAN DIEGO)

08-19 MAR (GUAM)

22 MAR-02 APR (PEARL HARBOR)

12-23 APR (BANGOR)

26 APR-07 MAY (WHIBDEY ISLAND)

03-14 MAY (SAN DIEGO)

17-28 MAY (KOREA)

01-11 JUNE (ATSUGI)

21 JUL-02 AUG (SAN DIEGO)

12-23 JULY (LEMOORE)

02-13 AUG (GUAM)

16-27 AUG (PEARL HARBOR)

07-17 SEP (SAN DIEGO)

27 SEP-08 OCT (WHIBDEYISLAND)

12-22 OCT (EVERETT)

# BEARINGS

## *FY05 Schedule... BEARINGS-PAC*

12-22 OCT 04 (EVERETT)

02-13 MAY 05 (GUAM)

25 OCT-05NOV 04 (BANGOR)

16-27 MAY 05 (PEARL HARBOR)

29 NOV-10 DEC 04 (SAN DIEGO)

06-17 JUN 05 (EVERETT)

10-21 JAN 05 (LEMOORE)

20 JUN-01 JUL 05 (WHDY ISL)

07-18 FEB 05 (SAN DIEGO)

11-22 JUL 05 (SAN DIEGO)

07-18 MAR 05 (SAN DIEGO)

08-19 AUG 05 (YOKOSUKA)

28 MAR-08 APR 05 (MISAWI JAPAN)

22 AUG-02 SEP (SASEBO)

11-22 APR 05 (ATSUGI JAPAN)

19-30 SEP 05 (SAN DIEGO)

# BEARINGS

## Feedback from the Fleet

Student: HA  
Command: NMCP  
Bearings Class: 03-070  
Reason for contact: annual follow-up  
Comment:

**“I was the LCPO for HA XXXX. He has transferred to the USS Harry S. Truman (CVN-75). However, before he transferred he did not have any any NJPs since Bearings. Overall, after Bearings his performance has improved, he had a more mature attitude about the Navy. We wrote a very positive evaluation on him for his transfer from NMCP. I wish I could give more input but we have noticed a very positive change from the member after the course. Thank you.”** - HMC Galang, Naval Medical Center Portsmouth

Student: IS3  
Command: OPNAV N2  
Bearings Class: 03-100  
Reason for contact: annual follow-up  
Comment:

**“Simply stated: BEARINGS was an important tool used to turn this Sailor around. Her personal responsibility and initiative traits were 180 degrees different from Mar 2003 to Mar 2004 when she transferred from this command. It also was not a training that “just stuck for a couple of months”, she seems to be using the lessons learned to this day and is now truly a Navy Leader in the making. She obtained an Associates Degree in Business Administration, and she ended up as one of my top watch standers and most dependable Sailors.”**

- ISC(SW/AW) Shawn Carter, OPNAV N2

# BEARINGS

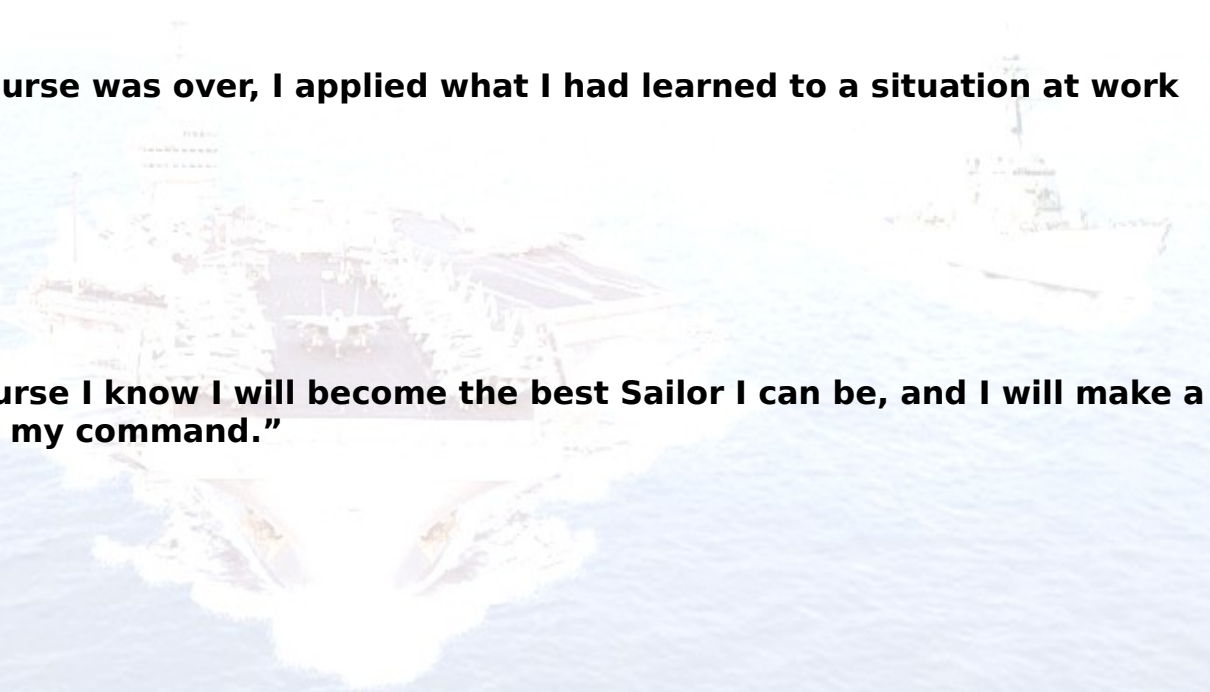
What BEARINGS graduates are  
saying...

Student: MA3  
Command: NSB New London Security  
Bearings Class: 04-130

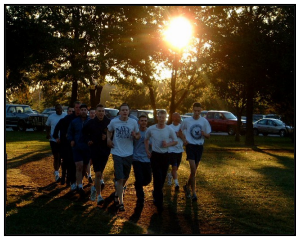
Comment: **“Even before the course was over, I applied what I had learned to a situation at work and resolved a problem!”**

Student: SKSN  
Command: ASD Mayport  
Bearings Class: 04-140

Comment: **“Because of this course I know I will become the best Sailor I can be, and I will make a honest effort to be the best in my command.”**







# BEARINGS



## Points of Contact

### **BEARINGS-LANT information and/or quotas:**

**Phone:** (757) 444-0348 (DSN) 564  
445-7353 x1020/1021 DSN 565

**Fax:** (757) 445-0874 (DSN) 565

**Quota Control/General info:** [www02.clf.navy.mil/bearings](http://www02.clf.navy.mil/bearings)

### **BEARINGS-PAC information and/or quotas:**

**Phone:** (619) 556-1272/1265 (DSN) 526

**Quota Control/General info:** [www.rso.navy.mil/index](http://www.rso.navy.mil/index)

